

**Montana Department of Livestock**  
**Chronology to Fund a Wage Increase to 80% of Market - FY 2016**  
**January 23, 2018**

During the 2015 legislative session, legislatures were concerned about employees who were paid less than 80% of the 2014 market. Legislation was passed that if the Department of Livestock raised Per Capita Fee to cover the raises, appropriations would be increased by \$500,000 in personal services.

Per Capita Fees were increased in 2016 and 2017 and employee salaries were increased for those who were below 80% of market in June 2016. Personal service appropriations were increased in FY 2017.

Below is a timetable of major events that led to this error.

January 2015	During 2015 legislation, DOL was asked to provide an analysis of the amount that it would cost for the Department to raise salaries for those under 80% of 2014 market survey.
March 26, 2015	Former executive officer provided letter to lobbyists stating amount needed was \$1,048,646.
April 2015	A Legislative footnote was passed that, if the Department increased Per Capita Fees, personal services appropriations would be increased by \$500,000 to increase salaries for employees who were below 80% of the 2014 market survey.
Fall of 2015	Board of Livestock approved and increased Per Capita Fees for reporting periods 2016 and 2017. This was done in two different board meetings.
May 2016	BOL approved the increases of salaries for employees who were below 80% of 2014 market survey.
June 2016	The department completed the calculations of wages and implemented the salary increases at end of month.
Fall 2016	EPP request was submitted to Governor's office to include the 80% salary adjustments.
November 2016	Email was sent by EO to board members informing of them that the EPP request was not picked up because they did not want there to be a salary decision package outside of the pay plan. However, they built our personal services on the 17 Standard budgets and not our request which was based on FY16 actuals. By their analysis this nets an increase of 8% which would give us enough authority to cover it without a separate package.
Spring 2017	Following the 2017 legislative session, a report of the LFD Fiscal budget presented to the board. The lack of the authority was not identified and relayed to the board.
December 2017	This shortfall in budget appropriations for the salary increases, as raised by increase in Per Capita Fees, was brought to the attention of the board. The increase in PCF has raised adequate funds to sustain the salary increases.